



OFFICE OF THE GOVERNOR

August 7, 2019

Dear Secretaries and Directors,

Governor Newsom believes the State of California – as an employer – holds a special responsibility to recruit and retain a workforce that reflects California's diversity and treats all of our employees with respect, dignity and equity. This includes addressing gender and racial pay equity and providing a working environment free from harassment. In doing so, we uphold the trust that the public has placed upon us, we become an employer of choice, and we act as a model for public and private employers throughout the state.

To help ensure that we are living up to our principles and creating concrete action plans, we have asked the Government Operations Agency (GovOps) and CalHR to create a forum for you – California Leads as an Employer – that will take place on Monday, September 16 from 12 p.m. to 4 p.m. at the Franchise Tax Board Auditorium.

After multiple discussions and directives from the Governor and top Governor's Office staff in cabinet and undersecretary meetings, I know you understand and agree with our administration's insistence that all employees deserve a respectful and inclusive workplace, one that includes a working environment free from sexual harassment. Your commitment is evidenced by the 100 percent compliance by all Agencies with the state's requirements to provide sexual harassment training, and your pledge to work quickly to get all Departments into compliance with existing law and prepare your organization for new training requirements for all employees.

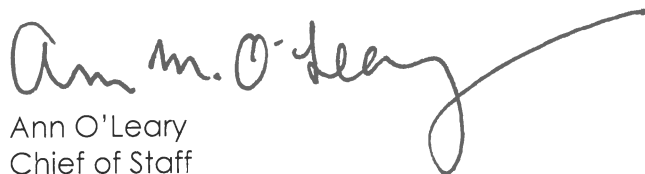
The primary goal of the California Leads as an Employer forum is to empower you – our state's leaders – to take additional action to make your agencies and departments more respectful, diverse, and equitable. This forum will address the importance of

gender and racial pay equity, and of incorporating nondiscrimination principles in our workplaces, confirming that sexual, racial, and disability-based harassment are unacceptable, and elevating the values of inclusion in work. The forum will also include discussion of recent efforts on sexual harassment prevention training, CalHR's new statewide discrimination complaint tracking system, and practical information about unconscious bias and recruitment.

I look forward to your participation and engagement on this critical effort.

Thank you for all that you do, and I look forward to working on this with you.

Sincerely,

A handwritten signature in dark ink, reading "Ann M. O'Leary". The signature is fluid and cursive, with a long, sweeping horizontal line extending to the right from the end of the name.

Ann O'Leary
Chief of Staff